DOCUMENT RESUME

ED 361 479 CE 064 359

TITLE	Law Enforcement Training. Report to the Governor and the General Assembly of Virginia. Senate Document No. 28.
INSTITUTION	Virginia State Crime Commission, Richmond.
SPONS AGENCY	Virginia State General Assembly, Richmond. Senate.
PUB DATE	93
NOTE	61p.
PUB TYPE	Reports - Evaluative/Feasibility (142) -- Tests/Evaluation Instruments (160)
EDRS PRICE	MF01/PC03 Plus Postage.
DESCRIPTORS	Adult Education; *Costs; Educational Facilities; Educational Facilities Design; *Instructional Improvement; Job Skills; *Law Enforcement; *Police; *Police Education; Postsecondary Education; Program Improvement; *Standards; State Programs; Statewide Planning
IDENTIFIERS	*Virginia

ABSTRACT

Virginia Senate Joint Resolution (SJR) 53 directed the State Crime Commission to study law enforcement training, including current standards and technology, the need for improved delivery of training, and the costs of implementing new standards and erecting appropriate facilities. During the course of the study, commission staff conducted five site visits to training academies, reviewed results of a national survey of directors of law enforcement training and standards conducted by the International Association of State Directors of Law Enforcement Training, and organized a meeting of local law enforcement executives. On the basis of this information, the subcommittee acknowledged that instructor support was critically needed at the state level for the Department of Criminal Justice Services (DCJS) and at each of the nine regional training academies. In response, the subcommittee recommended that general funds be used as follows: (1) to provide one paid, full-time instructor to each of the regional academies; (2) to establish a cadre of specialized core instructors; and (3) to create a position at the DCJS responsible for conducting and periodically updating the job task analyses that dictate criminal justice training. In addition, the subcommittee designated several issues pertaining to professionalism, ethics, and training delivery for further study. (Appendixes include SJR 53, Code of Virginia section that establishes minimum standards for all law enforcement officers, survey instrument and survey results, fiscal impact statement, Central Training Academy cost estimate, and current budget and funding for academies.) (YLB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 361 479

REPORT OF THE
VIRGINIA STATE CRIME COMMISSION ON

Law Enforcement Training

TO THE GOVERNOR AND
THE GENERAL ASSEMBLY OF VIRGINIA

SENATE DOCUMENT NO. 28

COMMONWEALTH OF VIRGINIA
RICHMOND
1993

CE 064 359

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
This document has been reproduced as received from the person or organization originating it.
Minor changes have been made to improve reproduction quality.
Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

J C Schaar

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

BEST COPY AVAILABLE

COMMONWEALTH of VIRGINIA

VIRGINIA STATE CRIME COMMISSION

General Assembly Building

FREDERICK L. RUSSELL
EXECUTIVE DIRECTOR

MEMBERS
FROM THE SENATE OF VIRGINIA
ELMO G. CROSS, JR., VICE-CHAIRMAN
VIRGIL H. GOODE, JR.
EDGAR S. ROBB

FROM THE HOUSE OF DELEGATES
ROBERT B. BALL, SR., CHAIRMAN
JAMES F. ALMAND
JEAN W. CUNNINGHAM
V. THOMAS FOREHAND, JR.
RAYMOND R. GUEST, JR.
CLIFTON A. WOODRUM

APPOINTMENTS BY THE GOVERNOR
ROBERT C. BOBB
ROBERT F. HORAN, JR.
GEORGE F. RICKETTS, SR.

ATTORNEY GENERAL'S OFFICE
H. LANE KNEEDLER

November 17, 1992

TO: The Honorable L. Douglas Wilder, Governor of Virginia
and Members of the General Assembly

Senate Joint Resolution 53, agreed to by the 1992 General Assembly, directed the Virginia State Crime Commission to study law-enforcement training and "to submit its findings and recommendations to the Governor and the 1993 Session of the General Assembly."

In fulfilling this directive, a study was conducted by the Virginia State Crime Commission in 1992. I have the honor of submitting herewith the study report and recommendations on law enforcement training.

Respectfully submitted,

Robert B. Ball, Sr.
Chairman

RBB:sc

GENERAL ASSEMBLY BUILDING • 910 CAPITOL STREET • SUITE 915 • RICHMOND, VIRGINIA 23219
(804) 225-4534

BEST COPY AVAILABLE

MEMBERS OF THE VIRGINIA STATE CRIME COMMISSION 1992

From The House of Delegates:

Robert B. Ball, Sr., Chairman
James F. Almand
Jean W. Cunningham
V. Thomas Forehand, Jr.
Raymond R. Guest, Jr.
Clifton A. Woodrum

From the Senate of Virginia:

Elmo G. Cross, Jr.
Virgil H. Goode, Jr.
Edgar S. Robb

Appointments by the Governor:

Robert C. Bobb
Robert F. Horan, Jr.
Rev. George F. Ricketts, Sr.

Attorney General's Office:

H. Lane Kneedler

Subcommittee II

Crime Commission Members

James F. Almand, Chairman
Robert C. Bobb
Jean W. Cunningham
Virgil H. Goode, Jr.
Raymond R. Guest, Jr.
H. Lane Kneedler
Edgar S. Robb
Clifton A. Woodrum

Research Staff

Susan A. Bass, Research Analyst

Frederick L. Russell, Executive Director
Sylvia A. Coggins, Executive Assistant

Study of Law Enforcement Training

TABLE OF CONTENTS

I. Authority for Study 1

II. Members Appointed to Serve 1

III. Executive Summary 1

IV. Study Design 2

V. Background 3

VI. Study Goals/Objectives 5

VII. National Survey Results 5

VIII. Relevant Studies 7

IX. Proposed Findings and Recommendations 11

X. Issues for Further Study 14

XI. Acknowledgements 15

Appendix A: SJR 53 ..... A-1
Appendix B: Code of Virginia § 15.1-131.8 ..... B-1
Appendix C: IASDLET Survey Results C-1
Appendix D: Fiscal Impact Statements D-1
Appendix E: Revenue Estimate for Liability Insurance Fee E-1
Appendix F: Central Training Academy Cost Estimate F-1
Appendix G: Current Budgets and Funding for Academies G-1

Study of Law Enforcement Training

I. Authority for Study

During the 1992 legislative session, Senator Robert C. Scott patroned Senate Joint Resolution 53 directing the Virginia State Crime Commission to "study law enforcement training, including current standards and technology, the need for improved delivery of training and the costs of implementing new standards and erecting appropriate facilities." (See Appendix A.)

Section 9-125 of the Code of Virginia establishes and directs the Virginia State Crime Commission "to study, report, and make recommendations on all areas of public safety and protection." Section 9-127 of the Code of Virginia provides that "the Commission shall have the duty and power to make such studies and gather information in order to accomplish its purpose, as set forth in Section 9-125, and to formulate its recommendations to the Governor and the General Assembly." Section 9-134 of the Code of Virginia authorizes the Commission to "conduct private and public hearings, and to designate a member of the Commission to preside over such hearings." The Virginia State Crime Commission, in fulfilling its legislative mandate, undertook the study of law enforcement training.

II. Members Appointed to Serve

At the April 21, 1992 meeting of the Crime Commission, Chairman Delegate Robert B. Ball, Sr., of Henrico selected Delegate James F. Almand to serve as Chairman of Subcommittee II studying law enforcement training. The following members of the Crime Commission were selected to serve on the subcommittee:

James F. Almand of Arlington
Robert C. Bobb of Richmond
Jean W. Cunningham of Richmond
Virgil H. Goode, Jr., of Rocky Mount
Raymond R. Guest, Jr., of Front Royal
H. Lane Kneedler of Richmond
Edgar S. Robb of Charlottesville
Clifton A. Woodrum of Roanoke

III. Executive Summary

The Crime Commission's Subcommittee II received the final staff report on the study of law enforcement training at its October 27, 1992 meeting. The subcommittee approved the report for consideration by the full Commission. At its November 17, 1992 meeting, the Commission reviewed and approved the subcommittee's report, including its findings, recommendations and issues designated for further study.

Senate Joint Resolution 53 (1992), sponsored by Senator Robert C. Scott, directed the Crime Commission to study law enforcement training, including current standards and technology, the need for improved delivery of training and the costs of implementing new standards and erecting appropriate facilities.

During the course of the study, Commission staff conducted site visits to training academies, reviewed the results of a national survey of directors of law enforcement training and standards and organized a meeting of local law enforcement executives. The data collected was carefully documented and analyzed in the subcommittee's final report.

On the basis of this information, the subcommittee acknowledged that instructor support is critically needed at the state level for the Department of Criminal Justice Services (DCJS) and at each of the nine regional training academies. In response, the subcommittee recommended that general funds be used to provide one paid, full-time instructor to each of the regional academies; establish a cadre of specialized core instructors; and create a position at the DCJS responsible for conducting and periodically updating the job task analyses which dictate criminal justice training. In addition, the subcommittee designated several issues pertaining to professionalism, ethics and training delivery for further study. Upon consideration of the findings and recommendations of the subcommittee, the Crime Commission concurred with the subcommittee's conclusions.

IV. Study Design

During the course of this study, Commission staff conducted a series of site visits to various independent and regional academies across the Commonwealth. Visits took place as follows:

April 8, 1992 - Central Virginia Criminal Justice Training Academy (Lynchburg)
April 16, 1992 - Hampton Roads Regional Academy (Hampton)
April 16, 1992 - Chesapeake Public Safety Academy (Chesapeake)
May 28, 1992 - New River Regional Criminal Justice Training Center (Radford)
May 29, 1992 - Southwest Law Enforcement Academy (Richlands)

In addition, the subcommittee reviewed the results of a survey of the directors of law enforcement standards and training in each state which was conducted by the International Association of State Directors of Law Enforcement Training. The survey instrument was designed to elicit information about the configuration, mandates and special requirements (i.e., licensure of law enforcement officers) of criminal justice training delivery systems in other states.

On September 10, 1992, representatives from the Virginia State Sheriffs Association, the Virginia Chiefs of Police Association and the Department of

Criminal Justice Services, Division of Training and Standards met with Crime Commission staff to discuss problems with the current training delivery system and to formulate recommendations for improvement. The information gathered at this meeting as well as that collected during the site visits has been carefully documented and incorporated into the findings and recommendations and issues for further study set forth in this report.

Finally, meetings of, and reports to, the subcommittee are scheduled as follows:

April 21, 1992 - Full Commission Meeting
May 26, 1992 - Initial Subcommittee Report/Meeting
July 21, 1992 - Full Commission Meeting/Public Hearing
August 25, 1992 - Subcommittee Report/Meeting
September 22, 1992 - Subcommittee Report/Meeting
October 27, 1992 - Final Subcommittee Report/Meeting

V. Background

Academy Structure. In Virginia, the criminal justice training delivery system is decentralized, with regional and local academies providing training. Consequently, instructional support varies across the state. Some academies employ full-time staff instructors while others utilize full-time law enforcement officers who are assigned to the academy as a regular "tour of duty" by member departments. Other academies have volunteer instructors from member agencies while still others pay instructors to conduct various training sessions. Some academies have additional resources to enhance their mandated and specialized training. Currently, there is no standard measurement for evaluating the uniformity, effectiveness or overall quality of mandated training across the state.

Law enforcement officers, local jailers, state corrections officers, court security/civil process servers and dispatchers are required to complete a prescribed course of basic training within 12 months of employment. Additionally, law enforcement officers, jailers and certain Department of Corrections' employees must receive a prescribed course of in-service training every two years. Currently, there are more than 24,000 criminal justice personnel within the state of Virginia subject to mandated training requirements.

Virginia's current criminal justice training delivery system is a regionally-based network comprised of 34 training agencies. There are nine regional state-funded academies distributed throughout the Commonwealth, six state agencies, including the Virginia State Police Academy and the Department of Corrections/Academy for Staff Development, that perform their own training, and 25 other training agencies classified as "independent."

The nine regional state-funded academies presently operate a total of seven satellite facilities and occasionally use their convenient and available training sites to conduct training within their respective areas.

A "satellite" facility is a training site used by a regional academy on a regular basis to provide training for students from member agencies. Satellite facilities are most frequently used to reduce the distance traveled by students.

Each of the nine regional academies is headed by a training director who reports to an academy board comprised of representatives of the academy's member agencies. State and independent training agencies are headed by an academy director who reports through the chain of command to the head of the agency.

Of the 34 training academies, 29 provide basic training, 34 provide in-service training and 34 provide advanced and/or specialized training. The nine regional academies and several of the large independent academies provide all four types of training.

Funding. Appropriations to regional academies vary across the Commonwealth. Consequently, the General Assembly provides between 22 and 51 percent of the funding for the nine regional academies, and the local jurisdictions are required to match this amount with remaining 78 to 49 percent. For FY91, the designated budget for the regional academies was $1,283,625; however, as a result of administrative budget reduction efforts, the allocation for FY92 was decreased to $1,125,409.

The 25 independent academies were established with the mandate to provide training for criminal justice personnel in their respective jurisdictions. State funding is not allocated to support the operation of these academies; instead, they are locally funded.

Role of DCJS. The Department of Criminal Justice Services (DCJS) is the state agency responsible for promulgating criminal justice training regulations and assuring compliance with such regulations. DCJS must approve all training academies that conduct mandated training. In addition, DCJS administers the funding assistance for the nine state-supported regional academies.

Job Task Analysis. A job task analysis is used to examine the requirements of a position in order to determine the necessary knowledge, skills and abilities required for minimal job performance. Current performance-based training and testing objectives were developed as a result of a job task analysis conducted in 1981-82. These objectives were implemented in compulsory minimum training standards in 1984. The objectives were job validated and every law enforcement officer is required to complete each of the 433 objectives.

Minimum Standards. Section 15.1-138.8 of the Code of Virginia establishes minimum qualifications for all law enforcement officers. Pursuant to the Code, applicants must "(i) be a citizen of the United States, (ii) be required to undergo a background investigation including a fingerprint-based criminal history records inquiry to the Central Criminal Records Exchange, (iii) have a high school education or have passed the General Educational Development exam (GED), (iv) possess a valid Virginia driver's license if required by the duties of the office to operate a motor vehicle, and (v) undergo a physical examination conducted under the supervision of a licensed physician." (See Appendix B.)

VI. Study Goals/Objectives

Based upon the requirements of SJR 53, the following issues and objectives have been identified for consideration by the Commission:

- Review current law enforcement training standards and technology;
- Assess the need for improved delivery of training to state and local law enforcement officers; and
- Determine the costs of implementing new standards and erecting appropriate facilities.

The Commission shall pursue the following activities in furtherance of the above-mentioned objectives:

- Review findings and recommendations of previous training studies;
- Conduct site visits to selected regional and independent training academies across the Commonwealth;
- Review training programs in other states; and
- Develop legislative, budgetary and/or administrative recommendations.

VII. National Survey Results

Results of a survey conducted by the International Association of State Directors of Law Enforcement Training (IASDLET) were presented at the August 25, 1992 meeting of the subcommittee. According to the survey, the law enforcement officer population in Virginia is 13,151, and there are 35 certified training academies in the Commonwealth. Twenty-nine states operate training academies at the state, local or county level; 15 states operate academies through colleges and/or universities; ten states have a regional academy structure; six states operate a central

academy only; and seven states have regional academies with staff provided by a central academy.

Job Task Analysis. Thirty states, including Virginia, utilize a Job Task Analysis (JTA) to determine the content of their basic training curriculum. On average, responding states require 404 hours of training, whereas Virginia requires 375 hours of training. Twenty-five states employ general instructors; 12 states hire legal instructors; six states employ senior instructors; and five states hire junior instructors. Additionally, 30 states, including Virginia, mandate in-service training which nationally averages 31 hours per year. Virginia requires 40 hours of in-service training every two years.

Funding. Of the 29 states responding, 12 states fund criminal justice training through fines and forfeiture assessments; seven states utilize a combination of general funds and fines; six states provide total funding through general funds; six states utilize other funding sources, such as lottery revenue, tuition charges, contributions by localities and insurance assessments; and three states use special fund monies, such as federal grants and fees attached to vehicle registration.

Minimum Selection Standards. Forty-two states, including Virginia, promulgate minimum selection standards for hiring criminal justice officers. In 33 states, including Virginia, these standards are prescribed by law, and, in 22 states, standards are prescribed by a training commission. In 26 states, including Virginia, minimum selection standards are established by legislation; in 25 states, these standards are established by a training commission; and, in 4 states, these standards are established by validated research. In 35 of the responding states, there are penalties for non-compliance with these standards. Penalties or sanctions which can be imposed on an agency for such non-compliance are removal or suspension of the officer; civil action; criminal charges; and suspension of funds.

Thirty-seven states, including Virginia, require that an applicant must be a United States citizen to be appointed as a criminal justice officer. Thirty-one states, including Virginia, do not have a minimum age requirement. Forty-two states, including Virginia, require applicants to possess a high school diploma or general equivalency diploma (GED). Forty-three states require applicants to be finger-printed prior to appointment as criminal justice officers. Thirty-nine states, including Virginia, require that a background investigation be completed prior to hiring.

Pre-Employment Testing. In 21 states, applicants must meet minimum physical standards prior to hiring. In the majority of states, pre-employment physicals are administered and paid for by the hiring agency. Virginia requires applicants to undergo a physical examination. Fifteen of the responding states indicated that their pre-employment standards had been challenged in a court of law.

In 18 states, an applicant must undergo a psychological examination prior to hiring. Psychological tests used by responding states include the Minnesota Multiphasic Personality Inventory, the California Personality Inventory, the Culture Fair Test of Intelligence, the Reid Report, the Sixteen Personality Factor Questionnaire, and the Clinical Analysis Questionnaire. At present, Virginia does not require applicants to undergo a psychological examination.

Officer Decertification. Thirty-three states have the authority to impose sanctions against criminal justice officers through procedures that guarantee due process protection for the officer. In most states, this authority is derived by statute, and a training commission/council conducts formal evidentiary hearings on cases in which the charge is disputed. This same body usually makes the final decision in such cases. In 23 states, a criminal justice officer can be decertified. Additionally, in 23 states, there are procedures for reinstatement to full status for officers who have had sanctions imposed against them. At present, Virginia does not have a procedure for decertification of criminal justice officers.

Situations in which the state training agency/commission becomes aware of officer violations include: when an officer is fired and the employing agency requests action; when an officer is fired and the employing agency makes no request for action; when an officer is still employed, but the employing agency has sustained a misconduct charge; when an officer is fired and is subsequently reinstated after challenging a termination; and when an officer is fired/resigns from one agency and is subsequently employed by a second agency.

VIII. Relevant Studies: An Overview

Senate Document No. 7 (1980) - Report on Law Enforcement Training Virginia State Crime Commission in conjunction with the Joint Legislative Audit and Review Commission and the Secretary of Public Safety

Senate Joint Resolution 52 (1978) directed the Virginia State Crime Commission, in conjunction with the Secretary of Public Safety and the Joint Legislative Audit and Review Commission, to conduct a study of various aspects of law enforcement training. In Senate Document No. 7 (1980), the Commission, pursuant to SJR 52, identified and made recommendations on the following training issues:

- Facilities for the delivery of law enforcement training
- Minimum training requirements
- Instructor certification
- Financial incentives for additional training and education
- Statewide employment assistance

Major Findings Related to Academy Centralization:

1. There is need for central coordination of training to lessen fragmentation, give unity of direction, improve cost effectiveness and quality of training.

2. Operating several regional academies would be less costly than operating one central academy which necessitates increased per diem and travel. The establishment of a central academy could result in a substantial capital outlay expenditure.

3. Quality control of administration and operations increases as the number of regional academies decreases.

4. Local participation is necessary to insure that needs of jurisdictions are being satisfied.

Advantages:

- Discipline and control
- Quality control
- Greater exchange of information
- Better instructor and administrative control
- No daily travel

Disadvantages:

- Less local input
- Greater distance of travel from outlying regions
- Large capital outlay

Required Staffing:

	1980:	**1992:**
10 Administrative		$423,335
8 Clerical		$170,416
37 Instructor		$1,470,565
20 Maintenance		$465,740
	$2,025,000	**$2,530,056**

Other Considerations Not Addressed in Report:	
Cafeteria Services estimated at	**$1,718,416**
Overhead (i. e., heating and cooling, electricity, telephones, etc.)	**$478,248**
Grand Total in 1992 dollars:	**$4,726,720**

Study of Virginia's Criminal Justice Training Delivery System (1987)
Gallagher Research Services

In the 1986 Appropriations Act, the General Assembly directed the Department of Criminal Justice Services to contract for a study of the current system of providing financial assistance to local and regional law enforcement training academies. A total of 11 recommendations were set forth in four major areas:

- Optimal configuration of delivery system
- Quality assurance of criminal justice training
- Statewide coordination of mandated training
- Future system demands and financing

Future Directions II: A Framework for the 90's (1991)
Criminal Justice Services Board Committee on Training

In its report Future Directions II: A Framework for the 90's, the Committee on Training identified twenty-five issues which will likely impact criminal justice training in the future. In recognition of the Commonwealth's current fiscal situation, the report contains no absolute mandates, but instead makes recommendations as to what issues should be addressed. The Committee divided the issues into nine general categories as described below and provided an in-depth discussion addressing the history and current status, benefits and rationale, implementation strategies, programmatic and/or fiscal impact, legislation and/or regulation and affected agencies associated with each issue.

- Specialized Training
  - Specialized Training
  - Ethical Standards
  - Use of Force
  - Family Violence
  - Victim Awareness
  - Effective Use of Technology
  - Specialized Training for Special Events and Disorderly Assemblies
  - Mentally Impaired Subjects

- Field Training
  - Field Training

- Entry-Level Selection and Training
  - Pre-Employment Training
  - Evaluation Criteria
  - Additional Training for Jail Personnel Based on Job Duties

Developmental Training for Criminal Justice Officers
Job Validated Training

- Standards for Sworn Part-Time and Volunteer Officers
  Adequate Training for Civilian Performance of Law Enforcement Support Functions
  Training of Reserve (Auxiliary) Law Enforcement Officers

- Career Development
  Enhancing Career Development Opportunities through Training
  Model Training Program for Specialized and Technical Areas

- In-Service Training
  Enhancement of In-Service Training
  Voluntary Testing for In-Service Training

- New Technology

- Training and Training Delivery
  Paid Full-Time Instructors for Regional Academies
  Central Facility
  Training and Training Delivery

- Wellness Program

SJR 49: Study on Certain Training and Testing Issues Related to HIV and Public Safety Personnel (1992)
Criminal Justice Services Board Committee on Training

SJR 49 (1992), patroned by Senator Robert C. Scott, directs the Committee on Training of the Criminal Justice Services Board, in cooperation with the Joint Subcommittee Studying the Issues, Policies, and Programs Relating to Infection with Human Immunodeficiency Viruses (HIV), to study certain training and testing issues related to HIV and public safety personnel. SJR 49 sets forth the following objectives:

- Study appropriate training in the prevention of exposure to contagious diseases
  Appropriate use of universal precautions

- Consider the efficacy of requiring training and certification as emergency medical technicians for appropriate personnel

- Examine the issues related to testing for HIV and public safety personnel

IX. Proposed Findings and Recommendations

Finding I

The total FY92 budget allocation for the nine regional training academies was $1,125,409. With variances across the Commonwealth, this amount provides between 22 and 51 percent of the funding for each academy. As such, local jurisdictions are responsible for matching the state's contribution with the remaining 49 to 78 percent. The current appropriation from the general fund does not provide funding for full-time instructors, specialized instructors or job validated training. (See Appendix G.)

Consequently, the general fund appropriation must be increased or a consistent funding source must be identified to address the spiraling demands of the criminal justice training system. The subcommittee considered alternatives to a general fund appropriation, including collection of consolidated sheriffs' fees and a .25 percent assessment on all liability insurance premiums. However, the subcommittee concluded that the general fund is the most appropriate source of funding for criminal justice training.

Recommendation 1: Additional funding, in the amount of $1,619,614, should be appropriated from the general fund to the Department of Criminal Justice Services to provide nine full-time instructors and a cadre of specialized core instructors for the regional academies and to create a position within the Department responsible for conducting and revalidating criminal justice job task analyses at regular intervals.

Finding II

The results of the 1987 Study of Virginia's Criminal Justice Training Delivery System conducted by Gallagher Research Services and Future Directions II: A Framework for the 90's produced by the Criminal Justice Services Board Committee on Training in 1991, identify instructor support and resources as a primary need. In addition, these needs have been consistently addressed in budget submissions by the Division of Training and Standards. Instructor support is critically needed at the state level for DCJS and at each of the regional academies. Full-time instructors at all regional academies would provide consistency, uniformity, and quality assurance; ensure instructor availability for scheduled classes; reduce the amount of instruction time for the academy director; allow for more program development; and reduce demand on member agencies to provide instructors. Additionally, specific persons would be responsible for lesson plan development and updating and management of the quality and consistency of testing.

Recommendation 2: Provide one paid, full-time instructor for each of the nine regional academies at a cost of $365,436 per year. (See Appendix D.)

Recommendation 3: Establish a cadre of specialized core instructors who would travel statewide to provide instruction in such topical areas as legal issues, use of force and forensics at a cost of $1,199,291 for the first year and $1,119,291 for the second year of the biennium. (See Appendix D.)

Finding III

Criminal justice training in Virginia utilizes a job task analysis to examine the requirements of a position in order to determine the necessary knowledge, skills and abilities required for minimal job performance. The most recent job task analysis for law enforcement officer training was completed in 1982.

Consequently, the resulting training mandates fail to adequately address the changes which have occurred in the criminal justice system over the past decade. The increased incidence of drug trafficking and gang violence, HIV-infected populations, DNA analysis capabilities and enhanced 911 emergency response are all factors which should be reflected in the training objectives. Furthermore, this situation poses a considerable liability concern for training providers and local criminal justice agencies.

The resources need to be made available for conducting initial job task analyses for every entry-level position for which training is mandated. In addition, the ability to periodically revalidate previously conducted job task analyses is critical to ensure appropriate training is being required and to identify any needed revisions to mandated entry-level training programs.

Recommendation 4: Provide one position, along with the necessary resources, assigned to the Department of Criminal Justice Services with the sole responsiblity of ensuring that job task analyses are conducted at regular intervals so that training is current and relevant to the job tasks which are being performed. The cost associated with this recommendation would be $54,887 for the first year and $50,887 for the second year of the biennium. (See Appendix D.)

Finding IV

There has been considerable discussion concerning a central training facility for specialized training. State-owned land in eastern Henrico County, known as the Elko Tract, is the location for a proposed Public Safety Complex. This facility would provide a state-of-the-art driver training facility, and DCJS would be able to offer some specialized training at this location.

The construction of this facility was initially proposed by the Secretary of Transportation and Public Safety. In addition, this proposal has been previously endorsed by the Virginia Association of Chiefs of Police and the Virginia State Sheriffs Association. Furthermore, it was recommended by the Criminal Justice Services Board in its report on the training delivery system in Virginia. Preplanning and master plan studies have been completed on the development of the Public Safety Complex. During the 1989 General Assembly Session, monies were appropriated to conduct architectural and engineering infrastructure design and construction. However, the 1990 General Assembly postponed any funding for this project.

A single facility where specialized training needs could be addressed through a standardized delivery system would significantly enhance quality control and availability. The facility would provide cost savings by bringing specialists to one location.

Recommendation 5: Support the **concept** of a centralized driver training facility to be constructed at the Elko Public Safety Complex, or other suitable location. It is estimated that such a facility would cost $4,200,000 to construct and at least $100,000 annually to operate.

X. Issues for Further Study
Issue 1: Ethical Standards/Decertification

Sufficient training should be made available to ensure that solid ethical standards are reinforced so that officers can be better prepared to make difficult decisions during the performance of their duty. Furthermore, when officers do not make good decisions or their performance no longer merits the authority which has been vested in them to enforce the law, there is presently no avenue for revoking that authority.

Additionally, the Virginia Association of Chiefs of Police recently adopted a resolution requesting a joint study between the Crime Commission and the Department of Criminal Justice Services to "explore strategies for the implementation of an administrative process for decertifying police officers."

Issue 2: Evaluation Criteria

A competency examination administered at the conclusion of basic training would measure an officer's acquisition of required knowledge, skills and ability. This assessment would facilitate the application of skills learned in the training environment to the actual work environment and ensure uniformity in training across the Commonwealth.

Issue 3: Health and Wellness Program

Criminal justice officers need to maintain a satisfactory level of general health and physical fitness so that job related work can be performed efficiently and without personnel shortages caused by excessive use of sick leave or injury. At present, there are no minimum physical requirements or physical training mandates prescribed in the Code.

Recommendation 6: The Virginia State Crime Commission should conduct a study of professionalism and service delivery in the law enforcement training system. The following topics should be addressed:

A. Ethical standards/decertification
B. Pre-employment (physical agility, literacy and attitudinal/psychological) and standardized testing
C. Physical fitness requirements and training
D. Feasibility of a centralized training facility

XI. Acknowledgements

The members extend special thanks to the following agencies and individuals for their cooperation and valuable assistance to this study effort:

Central Virginia Criminal Justice Training Academy
Director

Chesapeake Public Safety Academy
Lloyd Goodbred, Captain

Chesterfield County Police Department
Joseph Pittman, Chief

Christiansburg Police Department
Ron Lemmons, Chief

County of Henrico Division of Police
Murray Bullock, Command Sergeant

Crater Criminal Justice Academy
Boyd Griggs, Director

Danville Police Department
Neal Morris

Department of Virginia State Police Training Academy
Ronnie Rice, Buildings & Grounds Director

Florida Division of Criminal Justice Training and Standards, Officer Discipline Section
Danny Quick, Manager

Fredericksburg Police Department
James Powers

Hampton Roads Regional Academy
Frank Kowaleski, Director (President, Virginia Association of Directors of Criminal Justice Training)

New River Regional Criminal Justice Training Academy
Gray Barnes, Director

Norfolk Southern Police Department
Steven Hanes, Chief

Office of the Accomack County Sheriff
Robert Crockett, Sheriff

Office of the Charles City County Sheriff
James Bowman, Sheriff

Office of the Newport News Sheriff
Clay Hester, Sheriff

Office of the Southampton County Sheriff
Vernie Francis, Sheriff

Southwest Law Enforcement Academy
Ron Davis, Assistant Director

Suffolk Department of Police
Gilbert Jackson, Chief

Virginia Association of Chiefs of Police
Jay Cochran, Executive Director
William Corvello, Retired Colonel

Virginia Beach Police Department
Charles Wall, Chief

Virginia Department of Criminal Justice Services
Lex Echenrode, Director, Division of Training and Standards
George Gotschalk, Chief, Field Services Section
Ron Bessent, Chief, Training and Development Section
John Byrd, Criminal Justice Analyst

Virginia Sheriffs Association
John Jones, Executive Director

APPENDIX A

LD4067737

SENATE JOINT RESOLUTION NO. 53

Offered January 20, 1992

Directing the State Crime Commission to study law-enforcement training.

Patron—Scott

Referred to the Committee on Rules

WHEREAS, current law-enforcement mandates do not adequately address the changes which have occurred in the criminal justice system during the past decade, such as increased gang violence, DNA analysis capabilities, enhanced 911 emergency response, and HIV-infected populations; and

WHEREAS, studies show that providing permanent, paid instructors to regional law-enforcement training academies to coordinate mandated training programs could provide consistency, uniformity, and quality assurance, allowing for greater program development and reducing the demand on criminal justice agencies; and

WHEREAS, a master plan has been developed to build a public safety complex including a driver training course which is needed to provide a facility for teaching pursuit-driving and emergency vehicle operation; and

WHEREAS, although training costs are steadily increasing, appropriations for training have been decreasing in recent years; now, therefore, be it

RESOLVED by the Senate, the House of Delegates concurring, That the State Crime Commission is hereby directed to study law-enforcement training, including current standards and technology, the need for improved delivery of training and the costs of implementing new standards and erecting appropriate facilities.

The Commission shall complete its work in time to submit its findings and recommendations to the Governor and the 1993 Session of the General Assembly as provided in the procedures of the Division of Legislative Automated Systems for the processing of legislative documents.

Official Use By Clerks	
Agreed to By The Senate	**Agreed to By The House of Delegates**
without amendment ☐	without amendment ☐
with amendment ☐	with amendment ☐
substitute ☐	substitute ☐
substitute w/amdt ☐	substitute w/amdt ☐
Date: _____	Date: _____
Clerk of the Senate	Clerk of the House of Delegates

APPENDIX B

§ 15.1-131.8. Minimum qualifications; waiver. — A. The chief of police and all police officers of any county, city or town, all deputy sheriffs in this Commonwealth and all law-enforcement officers as defined in § 9-169 who enter upon the duties of such office after July 1, 1988, are required to meet the following minimum qualifications for office. Such person shall (i) be a citizen of the United States, (ii) be required to undergo a background investigation including a fingerprint-based criminal history records inquiry to the Central Criminal Records Exchange, (iii) have a high school education or have passed the General Educational Development exam, (iv) possess a valid Virginia driver's license if required by the duties of office to operate a motor vehicle, and (v) undergo a physical examination conducted under the supervision of a licensed physician.

B. Upon request of a sheriff or chief of police, or the director or chief executive of any agency or department employing law-enforcement officers as defined in § 9-169, the Department of Criminal Justice Services is hereby authorized to waive the requirements for qualification as set out in subsection A of this section for good cause shown. (1982, c. 442; 1988, c. 396.)

The 1988 amendment in subsection A deleted "and" following "town," inserted "and all law-enforcement officers as defined in § 9-169" and substituted "1988" for "1982" in the first sentence, inserted "including a fingerprint-based criminal history records inquiry to the Central Criminal Records Exchange" in clause A (ii), deleted "complete" preceding "physical examination" and inserted "conducted under the supervision of a licensed physician" in clause A (v); in subsection B inserted "or the director or chief executive of any agency or department employing law-enforcement officers as defined in § 9-169" and substituted "subsection A" for "paragraph A."

Applied in Whited v. Fields, 581 F. Supp. 1444 (W.D. Va. 1984); United States v. Gregory, 582 F. Supp. 1319 (W.D. Va. 1984).

APPENDIX C

CRIME COMMISSION SURVEY INFORMATION
LAW ENFORCEMENT TRAINING STUDY

What is the law enforcement officer population in your state?

Alabama	7500
Alaska	1200
Arizona	8253
Arkansas	7600
California	65000
Colorado	8000
Delaware	1541
Florida	31571
Georgia	19000
Idaho	2500
Illinois	32000
Indiana	10000
Iowa	5300
Kansas	5300
Kentucky	6500
Louisiana	12127
Maine	3122
Maryland	14700
Massachusettes	23200
Michigan	36000
Minnesota	7501
Mississippi	4500
Missouri	14384
Montana	1690
Nebraska	3000
Nevada	4500
New Hampshire	4400
New Jersey	30000
New Mexico	4200
New York	50000
North Carolina	21500
Ohio	40000
Oklahoma	7485
Pennsylvania	22000
Rhode Island	1700
South Carolina	7700
South Dakota	1500
Tennessee	8850
Texas	87281
Virginia	13151
Washington	7200
West Virginnia	2600
Wisconsin	1200
Wyoming	1445

** Six (6) states did not respond

How many Commission approved or certified training academies are there in your state?

Alabama	9
Alaska	2
Arizona	11
Arkansas	1
California	35
Colorado	16
Connecticut	5
Delaware	5
Florida	40
Georgia	16
Hawaii	5
Idaho	3
Illinois	11
Iowa	3
Kansas	8
Kentucky	4
Louisana	16
Maine	1
Maryland	22
Massachusettes	19
Michigan	20
Minnesota	19
Mississippi	5
Montana	1
Nebraska	4
Nevada	5
New Jersey	22
New Mexico	7
New York	34
North Carolina	75
North Dakota	2
Oklahoma	6
Oregon	1
Pennsylvania	21
Rhode Island	3
South Carolina	1
South Dakota	1
Tennessee	5
Texas	101
Utah	4
Vermont	1
Virginia	35
Washington	2
West Virginia	1
Wisconsin	11
Wyoming	1

** Five (5) states did not respond

Types of Commission approved or certified training academies.

College/University	15	30%
Regional Academy	10	20%
State, Local or County Dept.	29	58%
Central Academy Only	6	12%
Regional By Central Academy Staff	7	14%

How was the content of your state's basic training curriculum determined? Questionnaire? Interview? Task Analysis? Committee Meetings? Number of hours of training rquired?

Alabama	Questionnaire	No response
Alaska	Task Analysis	No response
Arizona	Committee Meetings	No response
Arkansas	Task Analysis	280
California	Task Analysis	520
Colorado	Task Analysis	342
Connecticut	Task Analysis	600
Delaware	Task Analysis	No response
Florida	Task Analysis	513
Georgia	Task Analysis	240
Hawaii	Task Analysis	No response
Idaho	Committee Meetings	350
Illinois	Task Analysis	400
Indiana	Committee Meetings	480
Iowa	Task Analysis	400
Kansas	Committee Meetings	320
Kentucky	Task Analysis	400
Louisana	Committee Meetings	No response
Maine	Task Analysis	480

Maryland	Task Analysis	435
Massachusetts	Task Analysis	480
Michigan	Task Analysis	440
Minnesota	Committee Meetings	2 years college
Mississippi	Questionnaire/Committee	360
Missouri	Committee	2,760
Montana	Task Analysis	450
Nebraska	Task Analysis	464
Nevada	Committee Meetings	262
New Hampshire	Committee Meetings	430
New Jersey	Task Analysis	No Response
New Mexico	Committee Meetings	400
New York	Committee Meetings	400
North Carolina	Task Analysis	369
North Dakota	Committee Meetings	280
Ohio	Task Analysis	338
Oklahoma	Interview	300
Oregon	Questionnaire	378
Pennsylvania	Task Analysis	480
Rhode Island	Interview	620
South Carolina	Task Analysis	320
South Dakota	Questionnaire	240
Tennessee	Committee Meetings	No Response
Texas	Task Analysis	400
Utah	Task Analysis	440
Vermont	Task Analysis	612
Virginia	Task Analysis	375

Washington	Task Analysis	440
West Virginia	Task Analysis	495
Wisconsin	Interview	320
Wyoming	Task Analysis	320

Number of states reporting employment of instructors:

Senior Instructor	6
General Instructor	25
Junior Instructor	5
Legal Instructor	12

Number of States which mandate in-service training.

30 yes 17 no 3 no response

Hours of in-service training required.

8 hours	6 states
12 hours	1 state
16 hours	1 state
18 hours	1 state
20 hours	1 state
24 hours	2 states
25 hours	1 state
29 hours	2 states
36 hours	2 states
40 hours	11 states
48 hours	3 states
80 hours	1 state

** Twenty (20) states did not respond

Funding sources for criminal justice training as indicated by 29 states responding:

6 Total funding through General Funds

12 Fines and forfeiture assessments

7 Combination of General Funds and fines

3 Special fund monies, federal grants or fee attachment on vehicle registration

6 Other funding sources
- 9% of State Lottery Revenue
- Tuition charge to local agencies
- Tuition charge to local agencies for in-service only
- Tuition charge to private agencies such as universities
- Localities pay for all training
- Insurance assessment

Amount of monies in budget reported by state in millions of dollars by Commission:

STATE	TOTAL BUDGET	TRN.ADMIN	TNG. DELIVERY
Delaware	$44	NO RESPONSE	
Kentucky	$18.5	NO RESPONSE	
Washington	$13.0	$4.0	$9.0
Illinois	$10.5	$1.05	$9.45
Pennsylvania	$9.3	$.612	$.371
North Dakota	$8.736	NO RESPONSE	
Oregon	$8.78	$6.60	$.218
Wisconsin	$5.0	No Res.	$3.50
Montana	$4.5	$.07	$.62
Arizona	$3.9	$1.40	$2.5
Texas	$3.5	$.42	$2.0
Indiana	$2.7	$.54	$2.16
Massachusetts	$2.408	$2.058	$.35
South Dakota	$2.25	$1.67	$.55
Ohio	$2.2	$.66	$1.54

Tennessee	$2.2	$1.54	$.66
Oklahoma	$2.01	$1.40	$.60
Iowa	$1.25	NO RESPONSE	
Wyoming	$1.25	$.45	$.80
Connecticut	$1.2	$.175	$1.025
Missouri	$1.1	$.30	$.80
Nebraska	$1.1	$.594	$.506
Nevada	$.6	NO RESPONSE	
Vermont	$.55	NO RESPONSE	
West Virginia	$.375	$.038	$.337
Arkansas	$.3	$.20	$.10
Rhode Island	$.2	$.18	$.02
New Jersey	$.0	NO RESPONSE	

Are there minimum selection standards for hiring criminal justice officers in your state?

42 yes 8 no

These standards are:

Prescribed by law	33
Prescribed by your Commission	22
Other	5

The minimum selection standards are established by:

Legislation	26
The Commission	25
Validated Research	4
Other	4

Can minimum selection standards be waived?

12 yes 31 no 7 no response

Are there penalties for non-compliance?

35 yes 6 no 9 no response

What are the penalties or sanctions which can be imposed on an agency for noncompliance with minimum selection standards:

Removal or suspension of officer	26
Civil	8
Criminal	7
Suspension of Funds	8
Other	7

Must an applicant be a United States citizen to be appointed as a criminal justice officer in your state?

37 yes 11 no 2 no response

Does your state have a minimum age requirement?

17 yes 31 no 2 no response

If yes, the minimum age requirement to be appointed a criminal justice officer is:

18 - 20 years	23
21 - 24 years	17
25 or above	0
Determined by hiring agency	4

The minimum education requirement to be appointed a criminal justice officer is:

None	4
High School or GED	42
Associates Degree	1

Bachelors Degree	0
Some College	0

** Three (3) states did not respond

Are applicants required to be fingerprinted prior to appointment as criminal justice officers?

43 yes 4 no 3 no response

Must a background investigation be completed to be hired as a criminal justice officer?

39 yes 8 no 3 no response

What level of convictions disqualify the hiring of a criminal justice officer?

Felony	38
Misdemeanor	6
Other	3
No response	3

Who is responsible for performing the background investigation:

Commission staff	0
Hiring Agency	46
Other	1
No response	3

Must an applicant meet minimum physical standards prior to hiring?

21 yes 22 no 7 no response

Who administers a pre-employment physical?

Individual's Physican	29
Hiring Agency's Physican	41
Training Academy's Physican	2
Commission's Physican	1
Other	2

Who pays for the pre-employment physical?

Individual	22
Hiring Department	44
Training Academy	1
Commission	0
Other	3

Have your minimum pre-employment standards ever been challenged in a court of law:

15 yes 31 no 2 no response

Must an applicant undergo a psycological examination for hiring?

18 yes 31 no 1 no response

Who administers psycological examinations?

Individual's physican	5
Hiring agency's physican	28
Training academy's physican	1
Commission	3
Other	7

Which psycological test(s) does your state use?

Minnesota Multiphasic Personalty Inventory	16
Clinical Analysis Questionairre	1
California Personalty Inventory	5
Sixteen Personality Factor Questionaire	2
Culture Fair Test of Intelligence	3
Reid Report	2
Other	11
None	6

Does your state have authority to impose sanctions against criminal justice officers?

33 yes 13 no

If yes, is the authority derived from:

Administrative Rule	15
Law	27
Regulations	7

Does your state have a formal procedure for imposing sanctions?

31 yes 3 no

Does this procedure include due process protection for the criminal justice officer?

33 yes 17 no

Who conducts formal evidentiary hearings on cases in which the charge is disputed?

Director/Staff	4
Commission/Council	21
Hearing Officer	18

Independent Committee 2

Who makes the final decision in cases?

Director/Staff	1
Commission/Council	29
Hearing Officer	3
Independent Committee	1
Other	1

What sanctions can be imposed upon a criminal justice officer?

Revoke license/decertify	23
Decertify	23
Suspend	15
Probation	9
Other	6

Is there a procedure for reinstatement to full status for a criminal justice officer who has had sanctions imposed upon them?

23 yes 12 no

Does your agency have subpoena power?

16 yes 23 no

Does your agency have investigative subpoena power?

10 yes 28 no

If your state has authority to impose sanctions, does your commission become aware of officer violations in the following situations:

Officer fired and employing agency requests commission action:

27 yes 7 no

Officer fired and employing agency makes no request for Commission action:

20 yes 13 no

Officer still employed, but employing agency sustained misconduct charge:

10 yes 20 no

Officer fired, subsequently reinstated after challenging termination:

17 yes 14 no

Officer fired/resigned from one agency, but employed by second agency:

21 yes 10 no

APPENDIX D

RECOMMENDATION #2

INSTRUCTIONAL SUPPORT
NINE (9) REGIONAL STATE-FUNDED ACADEMIES

(9) Instructors, Law Enforcement Generalist with Benefits	Grade 12	Step 7	$40,604
Total			**$365,436**

RECOMMENDATION #3

PROJECTED COSTS FOR CREATION OF A
LAW ENFORCEMENT TRAINING UNIT

PERSONNEL COSTS

TITLE	GRADE	STEP	SALARY	FRINGE (29%)
Supervisor $48,523	14	7	37,615	10,908
Legal Issues Specialist $44,387	13	7	34,409	9,978
Management/ Supervision Specialist $44,387	13	7	34,409	9,978
Skills Trainer $40,604	12	7	31,476	9,128
Criminal Justice Generalist $40,604	12	7	31,476	9,128
Secretary $23,770	6	7	18,442	5,348

TRAVEL COSTS
(PER INSTRUCTOR)

Lodging	2 nights per week @ $45.00 x 45 weeks	= $4,050
Meals	3 days per week @ $24.00 x 45 weeks	= $3,240
Mileage	1,200 miles per month x .24 x 12 months	= $3,456

ADMINISTRATIVE COSTS
(PER INSTRUCTOR)

Administrative support	$5,000

Recommendation #3 continued:

ESTIMATED FTE'S BY TITLE & GRADE

TITLE	#POSITIONS	GRADE
Supervisor	1	14
Secretary	1	6
Legal Instructor	3	13
Management/Supervision Instructor	3	13
Skills Instructor (Driver Training, Defensive Tactics, Firearms)	4	12
Criminal Justice Generalists	8	12

Recommendation #3 continued:

CREATION COSTS FOR
LAW ENFORCEMENT TRAINING STAFF

Personnel	20 FTE's	$825,863 per annum
Per Diem & Mileage	18 x 10,746	$193,428
Administrative Support	5,000 per FTE	$100,000
Rent Insurance Supplies & Materials Computer Svcs./Software Repairs Reference Telecommunications Printing Postage		
Initial Start Up Costs	$4,000 per FTE	$80,000
Desk Bookcase File Cabinet Computer Computer Stand Visitor Chair Desk Chair		
TOTAL COSTS FOR FIRST YEAR:		**$1,199,291**
TOTAL COSTS FOR SECOND YEAR: (Considers no cost of living increase or merit Increase)		**$1,119,291**

RECOMMENDATION #4

Option A: Position assigned to DCJS

CREATION OF POSITION TO
CONDUCT/REVALIDATE JOB TASK ANALYSES

PERSONNEL:	(1) Criminal Justice Training Analyst, Grade 13, Step 7 $44,387
ADMINISTRATIVE SUPPORT:	Rent, Insurance, Supplies & Materials, Computer Svcs./Software, Repairs, Reference, Telecommunications, Printing, Postage - $6,500
INITIAL START UP COSTS:	Desk, Bookcase, File Cabinet, Computer, Computer Stand, Visitor Chair, Desk Chair - $4,000

COSTS PER ANNUM FIRST YEAR: **$54,887**

COSTS FOR SECOND YEAR: **$50,887**
(Considers no cost of living increase or merit increase)

Recommendation #4

Option B: Consultant Hired by DCJS

COST DETERMINATION METHOD
JOB TASK ANALYSIS REVALIDATION

In reviewing this issue, Val Lubens, President, Systems Design Group in Harwington Connecticut was contacted. Mr. Lubens was contacted due to his involvement with the International Association of State Directors of Law Enforcement Training and his recent work with the States of Maryland and New York in updating their job task analyses. Mr. Lubens provided the following broad parameters based upon a law enforcement officer population of 13,000. Mr. Lubens indicated that with the size group indicated, the successful firm would probably look to sample approximately 15% of a population with 5 years and less experience. which is estimated to be between 3,000 and 5,000 officers.

The groups targeted for revalidation would be:

Local Police Departments
- Small
- Medium
- Large/Urban

Local Sheriffs Departments
- Small
- Medium
- Large

The Department of State Police

Commission on Game and Inland Fisheries

Virginia ABC

Public College/University Police Departments

TEN (10) UNITS OF ANALYSIS = $10,000.00 PLUS OR MINUS

Based upon this information, he estimates that the additional costs will be involved.

Survey instrument development - $7,500.00

Data entry costs - $10,000.00
- 1000 survey instrument books
- Data entry

DISTRIBUTION OF INSTRUMENTS (10 DAYS) - $5,000.00

PREPARATION - $2,000.00

ANALYSIS OF DATA - $11,000.00

DETERMINATION OF POSITION DESCRIPTION AND WHEN MATERIAL SHOULD BE LEARNED FOR THE CIVIL RIGHTS ACT OF 1991 AND ADA - $10.000.00

GENERAL EXPENSES - $10,000.00

DEVELOPMENT OF JOB VALIDATED FIELD TRAINING O $10,000.00

REVALIDATION CRITERIA AND METHODOLOGY FOR DCJS FUTURE USE - $2,500.00

TOTAL COST: $78,000.00

23/gbg
JTACOST

TOTAL FISCAL IMPACT

	1st YEAR	2nd YEAR
RECOMMENDATION #2	365,436	365,436
RECOMMENDATION #3	1,199,291	1,119,291
RECOMMENDATION #4 (Option A)	54,887	50,887
TOTAL	**1,619,614**	**1,535,614**

	1st YEAR	2nd YEAR
RECOMMENDATION #2	365,436	365,436
RECOMMENDATION #3	1,199,291	1,119,291
RECOMMENDATION #4 (Option B)	78,000	N/A
TOTAL	**1,642,727**	**1,484,727**

APPENDIX E

CITY OF SALEM, VIRGINIA
OFFICE OF THE CHIEF OF POLICE—38 EAST CALHOUN STREET
TELEPHONE 703-375-3010
ZIP CODE 24153

RY T. HASKINS, JR.
CHIEF

GLENN E. PETERSON
CAPTAIN OF POLICE

October 25, 1990

Delegate C.Richard Cranwell
House District 14
P. O. Box 459
Vinton, Virginia 24179

Dear Dickie:

Enclosed is a copy of my letter to Governor Wilder and is self-explanatory. Mr. Lindsey G. Dorrier, Jr., Director of the Department of Criminal Justice Services, and some members of the Criminal Justice Services Board like the concept presented in my letter to the Governor. They are contacting other legislators to determine the best course to follow.

I would very much like to meet with you to discuss the matter. In a few days I will contact your office for an appointment.

Best Wishes,

Harry

HARRY T. HASKINS, JR.

HTH,JR:h

cc: Lindsey G.Dorrier, Jr.

CITY OF SALEM, VIRGINIA
OFFICE OF THE CHIEF OF POLICE—30 EAST CALHOUN STREET
TELEPHONE 703-375-3010
ZIP CODE 24153

HARRY T. HASKINS JR.
CHIEF

GLENN A. PETERSEN
CAPTAIN, FIELD SERVICE

June 26, 1990

The Honorable L. Douglas Wilder
Governor of Virginia
Supreme Court Building
101 North 8th Sreet
Richmond, VA 23219

Re: Financial Support - War on Drugs

Dear Governor Wilder:

The Drug Summit identified a number of needs in the broad spectrum approach to the attack on the drug problem in the Commonwealth:

1. Money for undercover and other investigations into drug trafficking.
2. Money for Drug Abuse Resistance Education (DARE) so that the program may be expanded.
3. Money for our Regional Training Academies to assist the localities in expanding the training of police and correctional officers and provide for full-time paid instructors at the academy and state levels.

In this moment in Virginia'a rich history I know we can not expect these dollars to be provided from the state level unless a viable funding source is located. I believe I know such a source: a user fee added to liability policies written in Virginia.

The funding support of the third arm of the public safety system - Law Enforcement is the only one not specifically funded by a special process. The firefighters have an .8% fee added to fire insurance policies written in Virginia, while the rescue squads (EMS) have the Two-for-Life Program. It seems logical that private and commercial interests have a great investment which may be better protected by improved quality training of officers who will be more productive in the drug

war; and by enhancing crime prevention by approaching the problem through expanded programs like DARE.

Enclosed is a tabulation sheet indicating the potential sources of revenue from the imposition of a liability insurance fee. The figures for the premiums written in the Commonwealth were supplied by the State Corporation Commission. One percent would generate over twenty and one-quarter million ($20,288,355.00) dollars.

This proposition has been briefly discussed with Colonel Bill Corvello who expressed interest in the program. I have not had the opportunity to discuss this with Secretary of Public Safety, Robert Suthard, but I am sending him a copy of this letter.

In closing, I know your dilemma in dealing with the shortfall of revenue and increased costs of government. I believe this plan might free some of the state's budgeted funds and provide more for the above listed needs.

I remain your admirer and servant.

Most sincerely.,

HARRY T. HASKINS, JR.

HTH,JR:h

cc: Secretary of Public Safety
Superintendent of Sate Polcie

POTENTIAL SOURCE OF REVENUE

Line of Insurance	Total Premiums Written in Virginia	1%	1/4%
Home Owners	$319,204,885	$3,192,049	$798,012
Private Passengers Auto Liability	1,017,580,955	10,175,809	2,543,952
Commercial Auto Liability	303,216,364	3,032,164	758,041
Other Liability	388,833,265	3,888,333	972,083
TOTALS	$2,028,835,469	$20,288,355	$5,072,088

E-5

APPENDIX F

Central Training Academy
Estimated Operating Costs

Position		Salary	Benefits	Total
Central Academy Director	Grade 16, Step 7	$44,952	$11,809	$56,761
Assistant Academy Director	Grade 14, Step 7	$37,615	$9,881	$47,496
Driver Training Supervisor	Grade 14, Step 7	$37,615	$9,881	$47,496
5 Training Supervisors	Grade 13, Step 7	$34,409	$9,039	$217,240
29 Full-time Instructors				
26 C. J. Generalists	Grade 12, Step 7	$31,476	$8,269	$1,033,370
3 Legal Specialists	Grade 13, Step 7	$34,409	$9,039	$130,344
Instructional Technologist	Grade 12, Step 7	$31,476	$8,269	$39,745
Procurement Specialist	Grade 10, Step 7	$26,339	$6,919	$33,258
Fiscal Director	Grade 14, Step 7	$37,615	$9,881	$47,496
Personnel Officer	Grade 11, Step 7	$28,793	$7,564	$36,357
Nurse Consultant	Grade 13, Step 7	$34,409	$9,039	$43,448
Information Officer	Grade 8, Step 7	$22,040	$5,790	$27,830
6 Clerical Specialists	Grade 5, Step 7	$16,870	$4,432	$127,812
Mechanic	Grade 7, Step 7	$20,161	$5,296	$25,457
4 Maintenance Specialists	Grade 6, Step 7	$18,442	$4,845	$93,148
1 Electrician	Grade 8, Step 7	$22,040	$5,790	$27,830
Cafeteria Services	$134 per officer (Source: VSP)		12,824	$1,718,416
***TOTAL**	**55 FTE's**			**$3,753,504**

***Does not include overhead costs (253,950 square feet)**

Central Training Academy
Estimated Construction Costs
(Site: Elko Tract, Eastern Henrico County)

Facility	Construction Cost (State)	Design Cost (State)	Total
Infrastructure	$7,000,000	$200,000	$7,200,000
Public Safety Training Academy (w/o housing)	$13,782,000	$861,000	$14,643,000
Public Safety Training Academy Housing	$7,979,000	$339,000	$8,318,000
Public Safety Outdoor Training Facilities	$5,183,000	$286,000	$5,469,000
Driver Training Facility (w/ observ. towers and garage)	$4,548,000	$245,000	$4,793,000
Ammunition Igloos	$461,000	$8,000	$469,000
Total	**$38,953,000**	**$1,739,000**	**$40,692,000***

***Construction and Design Costs do not include furnishings and equipment, owner construction contingencies, project inspection services, test borings, testing, advertisements, etc. all of which contribute to the total project budget as defined by the Planning and Budget Project Request Process.**

Initial start-up costs (i. e., desk, bookcase, file cabinet, computer, computer stand, visitor chair, desk chair)	$4,000 per FTE	$220,000
Grand Total		**$40,912,000**

APPENDIX G

Current Budgets and Funding for Regional Academines and State Police

	# Officers	Operating Budget	In-Kind	Total Budget/ Cost per officer	State Funding/ Funding per officer	Local Match
Cardinal Criminal Justice Academy	666	$169,820	$88,305	$258,125/$388	$71,657/$108	$186,468
Central Shenandoah Criminal Justice Training Academy	1,332	$314,955		$314,955/$236	$132,450/$99	$182,505
Central Virginia Criminal Justice Academy	738	$162,807		$162,807/$221	$88,273/$120	$74,534
Crater Criminal Justice Academy	842	$175,114	$25,753	$200,867/$239	$82,654/$98	$118,213
Hampton Roads Regional Academy of Criminal Justice	1,622	$519,293	$411,329	$930,622/$574	$209,867/$129	$720,755
New River Criminal Justice Training Academy	840	$226,332	$95,069	$321,401/$383	$112,987/$135	$208,414
Northern Virginia Criminal Justice Academy	1,836	$985,765		$985,765/$537	$268,161/$146	$717,604
Rappahannock Regional Criminal Justice Academy	956	$296,758	$87,560	$384,318/$402	$81,329/$85	$302,989
Southwest Law Enforcement Academy	612	$150,608	$21,700	$172,308/$282	$78,032/$128	$94,276
Total	**9,444**	**$3,001,452**	**$729,716**	**$3,731,168/$362**	**$1,125,410/$119**	**$2,605,758**
Virginia State Police	**1,638**			**$1,672,426/$1,021**	**$1,672,426/$1,021**	

G-2